GRUMMAN
planenews

A biweekly publication for Grumman Aerospace employees

Vol. 43, No. 22, December 14, 1984. Bethpage, N.Y. 11714

1984 year in review

Any day now, Grumman Chief Test Pilot Chuck Sewell will pilot the X-29 on its maiden flight. While the X-29 grabbed a lot of headlines this past year, there were many other important events for the company and Grummanites in 1984. A complete review of 1984 begins on page 5.

news briefs

Physicists honored

Grummanites Ronald Pirich and Jerome DeCarlo have been awarded the Space Act Technology Brief Award by the National Aeronautics and Space Administration.

The award is the result of methods that the two Grumman research scientists developed to reduce the effects of gravity on the growth of semi-conductor crystals and alloys. Their published findings will help to reduce the cost of forming more perfect and efficient crystals in space.

Pirich, who coordinated research for this award-winning project, holds a doctorate in physics. He joined Grumman's research and development center in 1977.

DeCarlo, who holds a master's degree in physics, joined Grumman's research and development center in 1974.

Space award. *Senior Vice President Renso Caporali (L), head of Technical Operations, presents NASA awards to Grumman scientists Ronald Pirich and Jerome DeCarlo (R).*

Solar eclipse

Grumman Corporation has announced that it will go out of the solar energy business by year-end 1985.

The company will supply Grumman Sunstream solar products to its present distributors through 1985, and will continue to honor all Sunstream warranties.

"We are announcing our intentions at this early date to permit a smooth reassignment of our personnel and facilities and to give Grumman Sunstream distributors plenty of time to find new suppliers," says Grumman Chairman Jack Bierwirth. He adds that the decision was based on a number of factors, "most notably the de-emphasis of the energy crisis."

Bierwirth notes that oil and natural gas prices are expected to remain stable for the foreseeable future, and there is uncertainty over the continuation of solar tax credits after next year.

Grumman entered the consumer solar systems business in 1976. In 1983, the business accounted for $1 million in operating profits, but a loss is expected this year on falling sales.

The Corcoran, California plant where Grumman Sunstream products are made plans to expand production of aluminum canoes and truck bodies as Sunstream output decreases. Grumman anticipates no loss of jobs from the changes.

Frank feels like a million

Most people are more than a little bit skeptical when they read of a million-dollar lottery winner who says that his or her life will not be changed one bit by the windfall. Everyone knows how drastically their lives would be altered by this gift of plenty so they can't believe nothing will be different for the real winners.

Well, change is one thing that has not come to Grummanite Frank Pita even after claiming his prize in the million dollar Lotto contest back in April. Pita is still on his job as a hammerman on the Plant 2 Pride Line doing the "exact same thing that I've been doing at Grumman for years — working hard and enjoying it."

Pita says his work life is not exactly the same as it was before winning the lottery. "I have to admit that I've given up working overtime. There's no need to go too far, you know," he quips.

In 1984 Pita and his family enjoyed their first of many yearly checks from New York State by taking a trip to Rio de Janiero to visit relatives who were suitably impressed by their newly rich relation.

In addition to the vacation Pita also invested in a new car for himself — one that he's craved for some time — a Cutlass Supreme. He also remodeled the kitchen of his house for his wife, who retired from her job. "There is no need for her to be working anymore. As for myself, well, I like to keep busy and I like my job.

"The best thing about the money," says Pita, "is the security. At my age, being near retirement and all our kids already grown and on their own, it's nice to know that those checks will be coming for twenty more years. It's a real good feeling in fact."

Frank Pita

Retiree obituaries

Michele Cavalluzzi of 69 Terrace Dr., Carle Place, N.Y., died October 12, 1984. He retired in 1959.

John R. Tucker, Jr. of 9 Marginal Way, Springvale, Massachusetts, died October 19, 1984. He retired in 1968.

Bernard Ertrachter of 8 Riviera Dr., Smithtown, N.Y., died October 29, 1984. He retired in 1974.

Robert J. Pankratz of 385 Pipe Stove Hollow Rd., Miller Place, N.Y., died November 1, 1984. He retired in 1977.

William J. McKeon of 100 Cold Spring Rd., Rocky Hill, Connecticut, died November 1, 1984. He retired in 1973.

Stanley Zdunisk of 8565 Jericho Tpke., Woodbury, N.Y., died November 1, 1984. He retired in 1960.

Francis X. Keller of 25 Andalusia Ave., New Port Richey, Florida, died November 2, 1984. He retired in 1982.

Stephen Scantzoulis of 2750 Sunrise Lake Dr. W., Sunrise, Florida, died November 5, 1984. He retired in 1975.

August L. Euring of 9 Colony Drive, W. Sayville, N.Y., died November 5, 1984. He retired in 1982.

Edward H. Watson of 5 Raleigh Lane, Kings Park, N.Y., died November 5, 1984. He retired in 1982.

Edward S. Macy of 5463 York Rd., St. James City, Florida, died November 8, 1984. He retired in 1974.

Michael S. Karbot of 313 W. 13th St., Deer Park, N.Y., died November 9, 1984. He retired in 1975.

David H. Ketcham of 266 Robin Lane, Fairfield, Connecticut, died November 11, 1984. He retired in 1960.

Eugene E. Mack of Avon Ct. Apt. 48B, S. Middletown Rd., Pearl River, N.Y., died November 14, 1984. He retired in 1967.

Joseph B. Borak of 5 Lenore Ave., Hicksville, N.Y., died November 14, 1984. He retired in 1984.

Paul T. Logue of P.O. Box 157, Stuart, Florida, died November 15, 1984. He retired in 1977.

Anthony B. Colby of 16 Loft Rd., Smithtown, N.Y., died November 15, 1984. He retired in 1977.

John I. Brown of 1701 Harold Ave., Wantagh, N.Y., died November 3, 1984. He retired in 1961.

Thomas Kelly of 82 Selva Ct., Pt. St. Lucie, Florida, died November 7, 1984. He retired in 1981.

George Lubin of 5373D Lakefront Blvd. Delray Beach, Florida, died November 18, 1984. He retired in 1980.

Lloyd Deckman of 56 Grant St., E. Northport, N.Y., died November 19, 1984. He retired in 1982.

George J. Moran of RD #1, 312 Morganville Rd., Matawan, N.J., died November 20, 1984. He retired in 1974.

Holidays '85

To help Grummanites formulate their vacation and holiday plans as early as possible, here's the holiday schedule for 1985 for Grumman Aerospace.

Tuesday, January 1, New Year's Day
Monday, February 18, Washington's Birthday
Monday, May 27, Memorial Day
Thursday, July 4, Independence Day
Monday, September 2, Labor Day
Thursday, November 28, Thanksgiving Day
Tuesday, December 24, Christmas Eve
Wednesday, December 25, Christmas
Thursday, December 26, Floating holiday
Friday, December 27, Floating holiday
Monday, December 30, Floating holiday
Tuesday, December 31, Floating holiday

Quarter-century club adds 484 members

It was an occasion for back slapping, hugs, and shared remembrances. This year's 25-year luncheon, held December 4 at Colonie Hill in Hauppauge, was the largest ever—attracting 3,650 veteran Grummanites.

Some—484, to be exact—received the gold watches that mark their first quarter-century with the company. The rest achieved that milestone in recent years—or decades—and spent the morning renewing old friendships with others from the "Grumman family."

In addressing the attendees, Grumman Corporation Chairman Jack Bierwirth noted that this family-like atmosphere has recently won respect in high places. On December 10, Grumman President Joe Gavin was scheduled to receive a special citation for the company at the White House.

"We're being cited as a company that shows special consideration in the way it cares for the people that work for it, and the communities in which it lives," Bierwirth declared. "And I think that's terrific."

Bierwirth also said the company is now at an exciting point in its history, with many opportunities for future growth. He cited the next Air Force fighter, which would be produced in the 1990s. "You know our history—we build planes for the Navy. It's not easy to imagine that Grumman would be the builder of a fighter for the Air Force. But the X-29 is our ticket into that ballgame. . .the technologies being demonstrated on it—and there are eight major new technologies—are apt to be things the Air Force would want if they demonstrate out well."

Other exciting programs in which Grumman will be involved include the next-generation EA-6B Prowler, the F-14D Tomcat, the A-6E Upgrade, and the U.S. Space Station.

"It's fantastic that we have the opportunity and the capability at the same time. . .I think the next decade may well be as exciting as any decade we have ever had at Grumman," he concluded.

Record turnout. *Jack Bierwirth (L) addresses 25-year luncheon; Joe Gavin and George Skurla greet some of the 3,650 attendees.*

Judging by the number of Grummanites who have attended the 25-year luncheon for many years in a row, it would be safe to say that it's a very popular occasion at the company. Nick Dannenholter, an engineer in Preliminary Design, Plant 5, has been at four consecutive luncheons. "It's a great time to see all your old cronies—some retired, some not," he attested.

Venus Vasilakos, administrative secretary for Facilities Engineering, Plant 30, attended in 1984 for the second year in a row. "I love working at Grumman, and I really enjoy the luncheon," she commented. "We're all like family—especially after 26 years. I started with people right after high school, and I've seen them get married, raise families, and then become grandparents in that time."

Attending his first 25-year luncheon was Dick Marvin, who flew in from Plant 71 in Irvine, California, for the occasion. An engineer, Marvin worked for Grumman on Long Island until 1969. So, the luncheon afforded him a chance to visit with coworkers that he hadn't seen in years. "I am really surprised at the number of faces I do recognize," he said. "I'd like to come back again. . .If not next year, then the year after next."

Tom Flynn, a retired engineer, got up at 5 a.m. on December 4 in order to beat the New York City traffic on the drive down from Connecticut. He worked at Grumman for 29 years, on a variety of programs, before retiring in 1977.

"Grumman is a wonderful company," says Flynn, who attends the luncheon every several years. "I really enjoy the luncheon. It's well worth the trip."

On the record

Your 1984 W-2 Form will be mailed to your current address prior to January 31, 1985. All Grummanites should make sure that their address of record is correct. If you wish to change your address, drop by your local Employee Service (ES) office and pick up an "Employee Status Change" card (G5510).

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Published twice a month for the employees of Grumman Aerospace Corporation, Bethpage, N.Y. 11714, as a function of the Public Affairs Department, Brian Masterson, director.

Editor
Kathleen Housley Ext. 53293

Associate Editors
Joe Pititto Ext. 55119
Robert Sample Ext. 55118

Editorial Assistant
Bernadette Gately Ext. 58999
Mail stop: C14-05

New law affects choice of beneficiary

Attention, investors — a new Federal law went into effect on August 23 that could change who becomes the beneficiary of your Grumman Employee Investment Plan (EIP) if you should die. The new law is the Retirement Equity Act of 1984.

The change can only occur if you are married and have designated someone other than your spouse as your primary beneficiary. You will now need the written consent of your spouse in order for such a designation to be valid.

If a married employee should die and someone other than the spouse is the designated beneficiary of the EIP, and no written consent of the spouse is on the record, the deceased employee's account will be paid in full to the spouse and not to the designated beneficiary. This is another stipulation of the Retirement Equity Act.

Since most employees *do* designate their spouses as their primary beneficiaries, the new law does not affect them. The Benefits Department will distribute new beneficiary cards early in '85. If you are among the few who have designated someone other than your spouse as your EIP beneficiary, and you wish at this time to validate your designation in accordance with the new law, you may obtain the necessary instructions and form from the Benefits Department. It's located on the first floor of the new addition to the Grumman Headquarters building, in the purple section.

An additional note — Plan members should always make sure that their beneficiary designation reflects their current life circumstances. For example, if you are divorced, and your ex-spouse is still listed as your beneficiary, you may wish to change that designation immediately.

The Benefits Department has also made the following important announcements for EIP investors.

- The company's matching contribution to the EIP will continue at 100 percent for first quarter 1985. For every dollar an EIP investor contributes to the Plan — up to four percent of annual base salary — the company will contribute another dollar.
- All money on deposit in 1985 in the Guaranteed Income Fund portion of the EIP will receive 11.3 percent as the effective annual yield.

Savings Bonds: a wise deduction

The market-based interest rate for Series EE Savings Bonds issued between November 1, 1984 and April 30, 1985 is 10.94 percent for their first semiannual interest period. Older Series EE and E Bonds and U.S. Savings Notes will also receive this market-based rate for six-month periods which start between November 1, 1984 and April 30, 1985.

The average yield for Bonds held since the beginning of the market-based interest program is 10 percent. Average yields change each May and November. The minimum guaranteed yield on Bonds held five years or longer is 7.5 percent.

U.S. Savings Bonds can be bought through payroll deduction. Sign-up cards are available at all Employee Services (ES) offices.

service milestones

40

Joseph C. Hejl, Controls (2)
Eugene F. Baird, Eng. Sci. Mgt. (35)

35

Donald A. McCloughan, Veh. Des. Proj. Mgt. (25)
Gray E. Smith, Sys. Dev. & Integ. Mgt. (35)
Joseph R. Goldzung, Corp. Q.C. Mgt. (35)

30

Henry L. Henze, Software Anal. (1)
Michael Carbone, Mech. Struct. & Proto. (2)
Raymond L. Mangan, Performance (5)
Fritz Blomback, Eng. Test Oper. Mgt. (5)
Marcel L. Garnier, Maint. (12)
John A. Adornato, Ld. Gear Carrier Suit (25)
Ernest J. Eichler, Wt. Optim & Tech. Dev. (35)
Lowell T. Byars, Fl. Sci. Proj. Mgt. (110)

25

John Polman, Prototype (1)
Richard R. Pascucci, Prog. Plann. Cont. & Budg. (5)
Neal C. Comes, Prog. Cont. (40)
Dee L. Davis, Personnel Mgt. (111)

20

Marlvin E. Heriot, Prototype (1)
Henry J. Musial, Upholstery (1)
Russell E. Baisley, Fus. Assy. (1)
Gerard A. Sims Sr., Fus. Assy. (1)
Leslie L. Elliott, Fus. Fwd. Sub. & Major (1)
Melvin M. Lagner, Major & Sub. Assy. (1)
Raymond N. Saulter, Assy. (1)
Frank Incerto, Mfg. Budg. (1)
Dean R. Shull, Mfg. Prog. Mgt. (1)
Luis D. Trupia, Metal Treat (1)
Daniel A. Perkins, ILS Dig. Eng. (1)
Thomas J. McEntee, ILS Elect. Pkg. (1)
John W. Rockensies, Power Plt. Des. (1)
John E. Murman, Opt. Display Nav. & Cont. (1)
John J. Hassett, Proj. Mgmt. F-14A (1)
Jerome Sherer, Heat Treat (2)
Richard Donovan, Prototype (2)
Anthony J. Roberto, Mech. Struct. & Proto. (2)
Albert J. Turner, Prod. Cont. — Parts Cont. (2)
Eugene Lastorino, Mfg. Proposal Mgt. (2)
Samuel W. Brathwaite, Stockrooms (2)
Raymond F. Penn, Prod. Eng. (2)
James J. Amentler, Conv. Mach. (3)
Stanley J. Ferraiolo, Conv. Mach. (3)
Raul Conde, Details (3)
John Kraseski, Details (3)
Joseph P. Kaltenback, Assy. (3)
Edward Beyer, Det. Parts Fab. (3)
William Ochenkoski, Assy. (3)
William Carter, Ctr. Sect. — Final (3)
Giancinto Lanfranco, Prod. Supervision (3)
Charles R. Stumpf, Operations (3)
Ronald G. Kerr, Veh. Lia. Eng. (4)
William P. Eveland, Env. Cont. & Test (5)
Earl T. Theodorsen, Model Shop (5)
Fred T. Greene, Maint. (5)
John A. Protopapas, Prop. Sys. (5)
Michael A. Kogan, Software Sys. Mgt. (5)
Adeline A. Bordonaro, Financial Ops. Secty. (5)
Joseph J. Codispoti, Mkt. Plan. & Res. (5)
Leilani Yeswoit, Ex. Staff (5)
Gilbert S. Foster, Instr. Plann. & Cont. (6)
Thomas J. Vogt, Mgmt. & Staff (6)
John A. Romanski, A6/EA-6B Join/Str. (6)
John B. Doroski, A6/EA-6B Sys. Inst'l. (6)
Paul J. Horwat, A6/EA-6B Fuel (6)
Daniel M. Goldberg, Joining F-14 (6)
Charles J. Bussing, Struct. Subs. (6)
Edward Rozzi, Plt. Matl. Stor. (6)
Arthur G. Noveck, Assy. Methods & Plann. (6)
Ray P. Lawrence Jr., Stockrooms (6)
Robert W. Kiselyak, Mach. Shop. (6)
Robert D. Cameron, Gov't. Matl. Cont. (7)
Edward L. Schrama, Software Sys. Proj. Mgt. (7)
David M. MacIntosh, Flt. Dyn. & Load (7)
Dominick A. Santoli, A6/EA-6B Sys. Test (7)
George R. Vicik, Flt. Ops. Insp. (7)
Richard H. Ferry, Prod. Mgt. & Staff (8)
Walter A. Barron, Fld. Sys. (9)
Anthony Catanzaro, Veh. Stru. Anal. (9)
Greg Grubelich, Sub. Cont. Dev. (9)
Paul A. Wagner, Elect. Test (14)
Leo Montner, Radar (14)
Homer Ryles, Whse. (17)
Mary Dewitt, Stockrooms (21)
Frederick O. Heald, ILS Mech. Equip. Eng. (25)
Kenneth R. Hightower, ILS Sub-Sys. Engr. (25)
Gerald S. Fox, ILS Equip. Des. Engr. (25)
John Cattonar Jr., Proj. Plann. (25)
Benny R. Sosnoski, Prod. Prog. (25)
George J. Homfeld, Research (26)
Joseph J. Martines, Research (26)
Margaret R. Buxton, Acct. Admin. (30)
James G. Whelan, Engr. Res. Mgmt. (35)
David Ruppel, Commun. Nav. (39)
Laurence Andersen, ILS Equip. Des. Eng. (40)
Doris L. Steinhauer, Cust. Supply Reqts. Mgt. (40)
Richard M. Llinares, Conf. Data Mgt. (40)
George E. Elliott, Prod. Cont. (43)
Rafael Castro, Mech. Det. & Fin. (43)

J. Polman

R.R. Pascucci

N.C. Comes

D.L. Davis

Charles F. Fish, Mech. Det. & Fin. (43)
James W. Whalen, Mech. Det. & Fin (43)
Daniel R. Pippin, Mach. Shop (56)
Homer L. Thompson, Maj. Subassy. (77)
Harold C. Pabst Jr., Prog. Mgt. (105)
Robert Merle, ILS Dig. TPS Eng. (110)
Richard S. Barbagallo, Tech. Reqmts. (110)
Leonard P. McDonough, Dig. Tech. (110)
William P. Newton, Paymaster (111)
Oscar Alter, St. Augustine (265)
Kenneth E. Greenspun, Displays (268)
Ronald B. Tredy, Production (280)
Allen G. Nichol, Grumman Corp.

15

James S. Cheatham, Stabil. & Cont. Equip. (1)
Alan C. Kocka, Software Anal. (1)
Carl H. Schooley, Final Assy. Insp. (6)
Louis A. Rios, Rec./Shipping Insp. (8)
Edward W. Dowers, Space and A/D (9)
Maryann B. Lagonigro, Subcont./Comml. Prod MS (9)
Joseph A. Aiello, Gen. Subcont. (30)
Herbert L. Levine, Software Appl. (31)
David E. Haskell Jr., Proj. Coord. (66)
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Francis J. Ohler, ILS Res. Cont. (110)
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Irene A. Mascia, Sub. Secty. Prog. (111)
Shirley B. Dillon, Sub. Secty. Prog. (111)
William J. Murray, Grumman Corp.

retirees

On behalf of our fellow workers, PLANE NEWS salutes the following for their contributions to the company and wishes them well in their retirement. Those who have recently retired are:

Peter J. Mihelich (43), William N. Birnbaum (40), James E. Wallis (30), Cajetan A. Posillico (2).

obituaries

RAYMOND D. PIASECZNY of Electrical Fabrication, Plant 01, died November 15 at the age of 63. He had been with the company since 1951 and resided at 25 William St. Glen Head.

Personals

My family and I wish to express our sincere thanks and appreciation to all our friends, co-workers and ESO for their kind expressions of sympathy during the recent loss of my mother. Ernie Steiger

The family of Peter J. Obedzinski would like to thank his friends and associates for their kind and thoughtful expressions of sympathy. We sincerely appreciate everything that was done to assist us during this most sorrowful time. The Obedzinski Family

I would like to thank SSD, ESO and my co-workers for their kindness during my recent illness. Jim Hart

I wish to thank my friends, co-workers and ESO for their kind expressions of sympathy during the recent loss of my sister. Nettie Wagenknecht

I wish to thank my many friends, co-workers and ESO for their kind expressions of sympathy during the recent loss of my mother. Marie Crescenti

The family of the late Walter W. Zufall would like to express its thanks to the many dear friends and co-workers for all of their thoughtfulness during our recent bereavement. Your kind expressions of sympathy were greatly appreciated. The Zufall Family

My family and I wish to thank our friends and former co-workers for their kind expressions of sympathy and help during the recent loss of my wife. Frank Scheri

I wish to thank my friends, co-workers and ESO for their kind expressions of sympathy, prayers and flowers during the illness and subsequent loss of my wife Wilhelmina. Jody Haynes

Carpools

Selden to Bethpage, Pl. 30: would like to join or form a car pool, hours 8:12 a.m. to 4:42 p.m. Dottie Kane, Ext. 53085 or 736-7521.

Manhattan — Washington Sq. area to Bethpage, Pl. 30: interested in joining or forming a car pool, hours 8:12 a.m. to 4:45 p.m., but flexible. Tom Taggart, Ext. 52943 or (212) 673-5942.

Unit values

The following unit values (compared to previous month's) for the Grumman Employee Investment Plan are for October 31, 1984.

Equity Fund
2.468 up from 2.426

Fixed Income Fund
3.935 up from 3.794

Guaranteed Income Fund
1.904 up from 1.886

Company Stock Fund
28.125 up from 25.500

1984 year in review

January

In the shadows of the Calverton anechoic chamber, the first production model of the new ICAP-2 Prowler begins electromagnetic interference testing. Dick Gregor, EA-6B Program manager-Operations, says, "The new airplane is the latest response to the ever-changing threat in electronic warfare."

The ICAP-2 EA-6B design is the fourth version of the Prowler — a tactical jamming system developed by Grumman to neutralize enemy radars and communications. The ICAP-2 Prowler is the first EA-6B outfitted with the Navy's new standard AYK-14 computer.

"The Navy is very high on the new system because it greatly increases our capability to cope with the threat," states Cdr. Doug Cook, NAVAIR EA-6B Deputy Program Manager. "The nature and sophistication of the enemy threat is always changing and we have to adapt our defenses and countermeasures accordingly. The ICAP-2 enables us to stay current in the (EW) game."

Paul Levitt

A life's ambition

Working on the space program has been Paul Levitt's life ambition and the very reason he chose engineering as a career. In 1984, he got his chance. Since April, he has worked on Grumman's proposal effort for Work Package Two of the Space Station preliminary design contracts. Grumman is teamed with Rockwell as a subcontractor for this proposal.

Levitt's interest in space transcends work—he is also chairman of the Long Island Chapter of the L-5 Society, a group devoted to raising public awareness about the benefits of the space program.

Levitt says the manned space program accounts for less than one percent of the Federal budget, and accounted for about 4.4 percent at the peak of Apollo. "I'm not secure about the public mood," he says. "Space efforts are always an easy target. I've seen too many other programs get well advanced and then killed off."

Besides the obvious reason for liking his new assignment, Levitt also likes having the opportunity to be a "generalist."

Grumman Aerospace receives good news — it will be manufacturing nacelles and thrust reversers for the new Rolls Royce Tay engine. The company is awarded a $160-million — plus contract by Gulfstream Aerospace and Fokker, B.V., to manufacture 270 shipsets for their Gulfstream IV executive jet and Fokker 100 medium-range passenger transport.

"We competed against bidders from around the world for this contract," says Grumman Aerospace President George Skurla. "This just proves once again that Grumman offers high-quality products at competitive prices to the aerospace industry. Our success in this area of the subcontracts world bears this out."

February

The company is still buzzing over the news that the Space Station got the go-ahead from President Ronald Reagan in his State of the Union address. The president termed space the "next American frontier," and called for a manned Space Station that would be launched into orbit by the early 1990s.

Following the broadcast, Grumman Aerospace President George Skurla makes it clear that Grumman will be in the running for the Space Station contracts. "We believe our prior design, manufacturing, and operational experience with the OAO and LM, along with prior involvement of senior management in these areas, gives the company strong credentials to be a major participant in the new national Space Station," he declares.

NATO's first EF-111A electronic warfare aircraft arrives at the Royal Air Force Base in Upper Heyford, England, on February 3. It is assigned to the 20th Tactical Fighter Wing's 42nd Electronic Combat Squadron. Scheduled for full activation in 1985, the 42nd ECS will be the only squadron to have Grumman-modified EF-111s in NATO.

The E-2C rotodome is undergoing significant modifications to its antenna elements. These modifications will give the Hawkeye crews a far greater tactical advantage in their missions and greatly enhance the entire system's effectiveness.

The U.S. Navy is recommending that General Electric be given the contract for engines needed to power 300 F-14 air superiority fighters.

A new plant called Plant 110 is born. Members of the EA-6B Program team begin occupying the newest Grumman facility in late February. It is located on Route 110 in Melville, just north of the Long Island Expressway.

Grumman's Personal Computing Center officially opens in Plant 105. The center is set up to keep the purchase and use of microcomputers consistent within all Grumman subsidiaries.

The company's 3,800-strong engineers mark Engineer's Week, February 19-25. The Grumman engineering corps will be growing this year, Will Bischoff, Vice President and Chief Engineer, tells *Plane News*. The company now devotes more time and resources to recruiting engineers than at any time since the Lunar Module program. His department plans to hire 300 new grads this year.

A major challenge, he says, is finding experienced systems design/analysis people. "Specialists in this area are more apt to be molded by employment experience and innate ability than by particular curricula," Bischoff says, "and are harder to find."

March

The 1983 results are in for the Project Sterling Program. Though there was a slight dip in total savings, 1983 was by no means a bum year for the program. Over 2,800 employee suggestions were submitted last year. Cash awards totalled $147,394; first year savings to the company added up to $7,318,560.

On March 6, the company salutes the top suggesters of 1983 at the 18th Annual Project Sterling Awards Dinner at the Milleridge Cottage in Jericho (L.I.). Top idea man of the year is Rick Macklem who hails from Stuart Operations (Fla.). Rich collects $1,500 (tax-free) for his suggestion. Thirteen others are also honored.

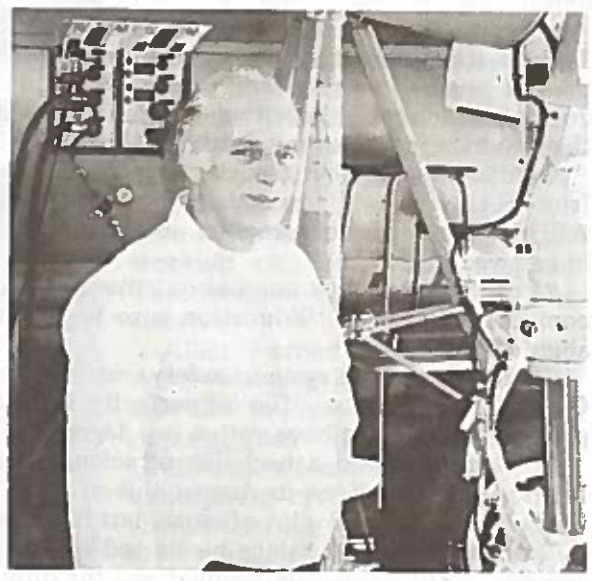
Grummanites in Milledgeville Operations (Ga.) take possession of the Project Sterling Participa-

(Continued on next page)

Encore, encore!

"Working on the C-2A program in 1984 afforded me a special opportunity," comments Bob Nolan, final assembly foreman on the C-2A program. "I worked on the first C-2s that we made back in the late Sixties, so some of the work was already familiar to me. It was also very interesting to see how we are blending the new technologies with the old airplane design."

Working in Plant 4 Hangar 6 on the first of 39 C-2 Greyhounds cargo planes, Nolan says he expects to be quite busy in 1985. "I'm looking forward to working on the C-2 next year . . . it looks like we are going to be very busy keeping up with the program's ambitious goals," says Nolan. "And it's always exciting to see a new airplane fly."



Bob Nolan

1984 year in review

(Continued from preceding page)

tion Cup. The folks at Milledgeville made company history in 1983 when they submitted more Project Sterling suggestions than any other operational center at Grumman Aerospace. In fact, their participation rate for 1983 was a whopping 78 percent — compared to the company average of 15 percent.

On March 23, the Stuart team completes the 100th wing-fuselage center for the Boeing 767 commercial jet airliner. The first delivery was made over three years ago in December 1980.

On the same day, Grumman Technical Services, Inc., (GTSI) breaks ground for its new corporate headquarters, to be located in Titusville, Florida.

The forward section for the first Malaysian TA-4 trainer aircraft leaves Plant 5 for Grumman St. Augustine (Fla.) on March 26. At GSAC, the plane will be fitted with its wings, engine, and tail, and will be flight tested during June.

A snowstorm wipes out plans for the annual Grumman Employee Investment Plan meeting.

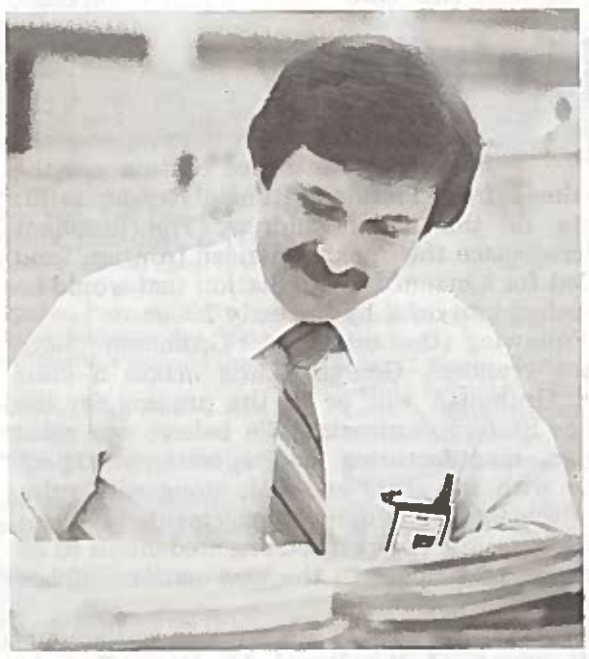
Vice President Ed Dalva, general manager of Stuart Operations, retires March 31 after over 43 years' service with Grumman. Vice President Bob Watkins is appointed the new general manager of Stuart Operations.

April

The rumors have been spreading for weeks. Dozens of Grummanites who had been planning on retiring in March or this month "changed their minds." They waited for the good word — and it is better than expected. For a limited time only, Grumman is offering an incentive to retire early. Over 1,200 Grummanites sign up and turn in their badges for a little "R 'n R."

On April 8, millions of TV viewers watch as Shuttle Astronaut George "Pinky" Nelson tries

Patricia Guidice



Scott Betchley

Over 2,000 join college ranks in 1984

During the course of 1984, some 2,200 Grummanites took advantage of the company's Tuition Reimbursement Program. Grumman spent $1.05 million in 1984, to send Grummanites back to school. Lorraine Alfino, administrator for the Tuition Reimbursement Program, reports that most of the Grummanite students took courses earning from eight to 18 college credits during 1984. "Most of the Grummanites who are enrolled in the program are working towards an associate or bachelor degree, but many go on to get their master's degrees," she says. "It's a very effective program for keeping the Grumman family educationally up-to-date."

Patricia Giudice, a systems analyst in Grumman's new headquarters building credits the Tuition Reimbursement Program for taking her from a job as a key punch operator to her present position as a systems analyst. "If not for the program, I could never have afforded to go back to school. I have two children in college and I have to think of them first. That's why this program means so much to me," she says.

Giudice received her associates degree in business administration with a minor in computers from S.U.N.Y. at Farmingdale in 1984. She is currently enrolled in Adelphi University's ABLE adult education program. She plans on getting her B.S. degree in computer information in two years.

"I can't say enough good about this program. It has really helped me to improve myself," comments Giudice. "Education is so important and with tuition reimbursement it is affordable for me."

Scott Betchley, a systems safety engineer on the E-2 and C-2 programs in Plant 25 echoes Giudice's sentiments: "To be perfectly honest, without the Grumman tuition reimbursement program I could not have gotten my degree," he says.

Betchley received a bachelor of science degree in electrical engineering from Polytechnic Institute of New York in August this year. "I started going to night school back in 1975. It was a lot of time and a lot of work, but it was worth it," he says.

Betchley notes that since he started college in 1975 tuition costs have risen more than 300 percent. "Tuition reimbursement was the only thing financially that kept me in the program," he says.

Never gets bored

"I've learned an awful lot in the one year that I've been with Grumman," states 19-year old Pauline Ramos, an assembler in Great River's Plant 44. Ramos started with Grumman as a part-time employee in January 1984. Since that time, she has moved up to a full-time day shift basis on Great River's printed circuit board (PCB) production line, known as the "Eagle room."

"When I started here, the company was just building the Eagle room. There were just five people working in the room then and I was working across the street in Plant 43," says Ramos.

"In the spring I moved into the Eagle room, and started assembling and preparing the Eagle telephones. Then I moved on to working the flow-solder machine.

"Now I have worked at just about every station on the production line and learned to use most of the machines in the room. In fact, that's the best thing about my job. Every day I do something different. I never have to worry about getting bored doing the same job over and over again. And I'm always learning," she notes.

Ramos says that she particularly enjoys the "teamwork" approach employed in the Eagle room. "Here everybody helps each other out. We all shift around and fill the positions needed most at the time. It gives you a real sense of accomplishment when you are helping the line reach its goals."

Pauline Ramos

1984 year in review

in vain to latch onto the rotating Solar Max satellite. Untethered to the Shuttle, Nelson finally has to give up and returns to the Shuttle. A band of 23 Grummanites stationed at NASA's Goddard Space Flight Center in Greenbelt, Maryland, pool their resources and help NASA stop the crippled satellite from tumbling in space. They reload the satellite's onboard computer with new programming designed to stop the spin rate, so Nelson can capture the Solar Max and bring it into the Shuttle cargo bay for repairs. It is more than coffee that keeps the Grumman crew going — it was pure adrenalin. "You could bottle the energy," says Joe Blazosky, Grumman program manager at Goddard.

Much of the discussion at April 19's annual shareholders' meeting focuses on the future — despite the fact that 1983 was a record year financially for Grumman. Sales and profits soared during 1983 to the highest levels in the company's 54-year history Earnings rose almost threefold to approximately $111 million. Sales rose 10 percent to about $2.3 billion. Grumman Aerospace sales rose about $242 million, or 13 percent, to $2.05 billion.

"In terms of financial performance, 1983 was the best in our history," Grumman Chairman Jack Bierwirth tells shareholders. "We set new records in sales, earnings, return on equity — every significant measure. But what's even more important is what's being developed and where we're headed for the future."

One such investment will be a research-and-development expenditure of $70 million — double the 1983 figure. "If we manage those investments as well as the record of the past 10 years indicates we have managed the growth and profitability of our basic business," he declares, "then I think we can create a whole new set of dynamics for Grumman in the 1990s and beyond."

The morning of Thursday, April 12, is a sunny one in St. Augustine, Florida — just perfect for the maiden flight of the Grumman St. Augustine-rebuilt A-4 Skyhawk. "This event was an exhilarating accomplishment for all who have intensified their efforts over the past 15 months to make the flight happen on schedule," comments Marty Dandridge, A-4 managing director. The 34 A-4s, being refurbished by the Grumman St. Augustine team, will form the backbone of the Royal Malaysian Air Force.

On April 18, Congressman Joseph Addabbo (D-N.Y.) shares his views of the defense budget with members of the Grumman Political Action Committee at the annual PAC meeting. The first chairman of the Defense Appropriations Committee to hail from the Northeast, Addabbo commends Grummanites for designing and building "quality merchandise for our nation's defense."

Grumman launches an employee awareness program this month to inform all Grummanites about what measures must be taken to safeguard high tech secrets — and how individuals can play a role in that effort. "We must continue to safeguard our technical knowledge and information, manufacturing techniques and other trade secrets from our competition — both on the national and international levels," stresses Grumman Aerospace President George Skurla.

"Such information is what makes Aerospace strong and competitive," states Skurla. "For Grumman to keep its competitive edge, everyone must play an active role in safeguarding our trade secrets — especially in today's business environment."

On April 26, Grumman Aerospace unveils its latest contribution to the U.S. Navy's ongoing battle for superiority in electronic warfare — the first two EA-6B ICAP-2 production aircraft.

As keynote speaker, Vice Adm. Robert Schoultz, Deputy Chief of Naval Operations for Air Warfare, praises the new Prowler. He points out that the addition of the new ICAP-2 Prowler "will dramatically improve the capability of our Navy battle groups all over the world."

May

Deadlines are written in stone when it comes to submitting proposals to the military customers, but the Grummanites in the Plant 5 Proposal Center are rising to the occasion in their traditional grand style. A slew of proposals are being processed there this month. They range from the EF-111 Update proposal to the F-14D and A-6E Upgrade proposals.

Great River Operations' new printed circuit board production line is rolling right along. The new PCB line is currently working on production for Grumman's contract with Eagle Telephonics, Inc., to produce some 160,000 telephones and 30,000 special key service unit PC boards for Eagle's high-tech-design phone system. Walter Langendorf, program director for the Eagle project, notes that the new PCB line is not just for the telephone system program. "What we are looking at is a long-term commitment to this kind of PC board fabrication at Great River," he says. "The PCB line is capable of doing military work as well as commercial contract production . . . . In fact, production for the present Eagle contract will actually only take up about one-third of the total capacity of this line even at full production rate."

Though it is still too early to tell, early signs in May indicate that the C-2A cost savings will exceed expectations. "The name of the game on the C-2A program is cost savings — for the Navy and for Grumman," Harvey Fromer, C-2A Program Vice President, tells *Plane News*. These cost savings are attributed directly to the many advantages offered by the multi-year purchase agreement. In a precedent-setting purchase, the Navy has contracted with Grumman for 39 C-2A aircraft over the course of five years.

Vice President Tom Kelly and a team of fellow Grummanites leave Bethpage on May 14 for Houston, Texas. Their mission: to get a head start on the bidding for the Space Transporta-

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Still challenging

John Thebold

"I've enjoyed working on the F-14 program this year mainly because my job still poses a challenge to me and that's the key to enjoying what you do for a living," says John Thebold, hydraulic technician on the F-14 assembly line in Plant 6.

"I work at the beginning of the production line installing the airplane's hydraulic lines. I have to be very accurate and get it right the first time, because further down the line when everything is buried under wires and everything else there isn't going to be a second chance to fix any mistakes. You have to pay attention and concentrate on what you're doing — and that sure keeps you busy," he asserts.

"I hope to get a chance to work on the new generation of F-14s in 1985. I'm looking forward to learning about the F-14D. A new airplane is always very exciting," he adds.

Not a dull moment

Chris Allen

Electrical assembler Chris Allen joined Grumman in 1984 after a stint with the U.S. Army. Working upstairs in Plant 6's subassembly area, Allen spends his workdays assembling the complicated and intricate wire harnesses for the F-14. "On this job there is never a dull moment. Our department has such ambitious production goals that the action never stops around here. And I expect the pace to pick up even more next year when we start working on the F-14D program. That should be really wild," he states.

Allen learned his trade in the Army working on helicopters but says he enjoys the freedom and opportunities that working at Grumman offers him. "The work atmosphere here is just great. I'm always learning something new and my work assignments are always changing. That keeps the job fresh and exciting," he asserts.

1984 year in review

(Continued from preceding page)

tion System Operations Contract (STSOC), which NASA is expected to award in early 1986. NASA wants to consolidate into one contract the work being performed at Johnson Space Center by many vendors under a multitude of separate contracts.

Leroy Grumman, one of the company founders of the company that bears his name, joins the ranks of America's greats in naval aviation when he is inducted into the Naval Aviation Hall of Honor at the Naval Air Station at Pensacola, Fla., on May 4.

Sixteen Long Island high school seniors — nine of them Grumman dependents — are named the 1984 Grumman Engineering and Science Scholarship winners. The nine dependents are Michael Abel, Thomas Baxter, Scott DeFreitas, Joseph Larkin, Elizabeth McNiff, Erik Org, Mark Reuss, Peter Wagner and Jonathan Yuen.

The first A-4 Skyhawk and TA-4 Trainer Aircraft rebuilt by Grumman St. Augustine Corporation for the Royal Malaysian Air Force are unveiled on May 25. Over 1,000 attend the event including Major General (Air) Dato' Mohamed Bin Ngah Said, acting chief of the Royal Malaysian Air Force.

In his remarks, General Ngah praises the newly revamped A-4 — as well as the brainpower that went into it. "To me, the roll-out this morning is the indicator of the excellent combination of efforts between Malaysia's A-4 project team and Grumman," states Ngah. "We must also realize that the stunning work we are about to see is the culmination of those efforts that had been going on in the background — in the office and in the hangar . . . . The A-4 project is a very important program in our Air Force. Successfully completed, it will be a significant augmentation of our national security."

On May 1, Tom Lahey starts his first day on the job as Milledgeville Operations general manager. He is the second general manager to head the company's advanced composites manufacturing center in Georgia. He succeeds Vice President Bill Zarkowsky who retired on April 30 after 45 years with Grumman.

June

This month, Grummanites at Great River Operations celebrate the operational center's 10th anniversary. During the past decade, Grummanites at Great River have not only built up the electrical side of the house, but their electronic expertise has enabled the company to venture into the commercial marketplace.

"We've laid out a plan that will keep Great River as a hybrid organization — combining military/government work with commercial business ventures," says Vice President Bruno Caputo. "One enhances and protects the other."

While the core business — government/military work — is expected to grow at a slower pace in future years, "the non-core commercial market is explosive," declares Caputo. "It looks like that sector wants to grow dramatically."

The ability to go after those lucrative opportunities "is a credit to the entire Great River team," adds Caputo.

Milledgeville Operations in Georgia breaks ground this month for yet another expansion for the fast-growing Plant 66 advanced composites manufacturing center. The Georgia facility starts construction on a 37,000-square-foot plant addition to be used as a "daily marshalling center."

General Manager Tom Lahey says the latest addition will help solve Milledgeville's growing pains. "As our operations continue to expand along with the importance of composite manufacturing work being done here. . .the size and number of our tools keeps growing."

Ginny Tellefsen

Jack Tilford

Please don't take my PC away...

Ginny Tellefsen, secretary for the Product Development Center, Plant 5, and Jack Tilford, its material management manager, were among the many Grummanites who received personal computers in '84. They've since become the biggest fans of their systems, both IBM PC/XTs.

To demonstrate how the PC has helped her with both routine tasks and jobs that would have been next to impossible manually, Tellefsen holds up a copy of the 254-page wire/connector list for the Shuttle Trainer Aircraft, produced for NASA this summer. "When they showed me what they wanted, I thought, 'you're out of your mind,' " Tellefsen recalls. "But as I actually got involved in the work, it became fun." The task involved 14,008 data entries and took two months.

Tilford has used the PC to set up tracking systems, produce fast reports, identify shortages and other applications. Now he wants to produce a data base for development programs.

The PDC has by nature a rather rapid turnover, since new people constantly move in to work on new development programs, and later depart. Tilford says the computer lends continuity to the methods employed by these diverse groups.

Mario Nunziato

'I love it'

Mario Nunziato, senior industrial engineer for the Product Development Operations Center (PDOC), is yet another Grummanite who now utilizes a personal computer. He uses an IBM PC/XT with Multiplan software.

To demonstrate how the machine has helped, Nunziato notes that acquiring new machinery for manufacturing plants is a long, complicated process. In all, there are 27 separate steps. One of these is filling out a return on investment (ROI) form.

"The ROI used to take a week to complete," Nunziato says. The industrial engineer had to project savings over an eight-year period, and an ROI had to be filled out for each piece of equipment worth over $50,000.

Now, Nunziato holds up four ROI forms, which using the PC took him a day and a half to complete. "The personal computer is a tremendous tool," he says. "I love it."

These tools — mold forms and fixtures — take up a lot of valuable floor space. The new addition will consolidate all these tools in one area. The $1.5-million complex features an automated retrieval system designed to further streamline the distribution and retrieval of tools and material kits in Plant 66.

Under a $2.7-million Navy contract, Grumman Operations at Pt. Mugu, California, will design, fabricate, install and test an EA-6B weapon system support laboratory for the Pacific Missile Test Center in Pt. Mugu. This lab will provide in-service software support for the ICAP Update and ICAP-2 configuration of the EA-6B. It will augment the existing EA-6B weapon system lab previously built by Grummanites at Pt. Mugu. Lab completion is slated for February 1986.

In the middle of the night, the X-29 travels from Bethpage to Calverton. The X-29's first stop at Calverton is the fuel lab. Later, a host of tests will be performed, including an instrumentation end-to-end, emergency power unit test, engine run and taxi tests.

July

This month, NASA selects the "Power Tower" space station concept as its reference configuration for future research. The Power Tower is derived from a Grumman-designed concept bearing the same name. The Power Tower gets its name from the fact that its sections or modules are suspended on a long structure resembling a radio tower.

In a move to further strengthen its broad production activities, Grumman Aerospace consolidates all responsibility centers, Manufacturing Operations, Quality and Safety Operations and Material Management into a new Product Operations organization under Senior Vice President Phil Vassallo.

"Combining these diverse capabilities into one well-coordinated organization should foster a closer working relationship for those in the production world," says Skurla. "It should also ensure a more effective distribution of work, material and manufacturing resources in the various responsibility centers."

Skurla also announces that Corporate Procurement Operations has been aligned with the Business and Resources Management organization. Vice President Bob Simon, named head of Corporate Procurement Operations, reports directly to Bob Myers, Senior Vice President-Business and Resource Management. "This realignment will enable the company to better meet its contractual agreements," states Skurla. He notes that customer demands for cost containment and more competitive bidding have resulted in Grumman negotiating more and more fixed-price contracts.

Grumman Aerospace receives a $34.7-million Navy contract — known as the Omnibus Retrofit Program — to improve the radar and passive detection system on delivered E-2C Hawkeyes. Under this contract, hardware and systems will be procured for subsequent installation in Hawkeyes to be returned to Grumman at a rate of approximately 12 per year. This is the second lot of a contract that Grumman hopes to renew each year.

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Drugs in the workplace 'still with us'

"The problem of drugs in the workplace is still with us," reports Leo Kelly, manager of Personnel Relations. "But through our Employee Assistance Programs (EAP) and the various training seminars we have established, we believe that we are now in a position to recognize and offer help to any individual with a drug or alcohol related problem."

According to Tom Conley of Personnel Relations, between referrals, new participants and inquiries —, both in-person and by phone — approximately 650 Grummanites availed themselves of the consultation assistance offered by the department. "We have had a good deal of success letting people in the company know that we are here and are available to offer them help if they need it," he says.

Grumman's policy on drug abuse and alcoholism has remained constant for some time now. Both conditions are treated as medical problems and are handled through treatment. "We have designed a program to allow for early identification and referral for treatment of drug and alcohol abuse problems," says Kelly. "Everything is kept confidential. No Grummanite will have job security or promotional opportunities jeopardized by a request for assistance," he notes.

Grummanites can contact Personnel Relations for more information on the Employee Assistance Programs by dialing HELP (Ext. 53521).

Moving on up

The folks in Personnel Development certainly had their busiest year on record. In 1983, over 3,000 Grummanites applied for positions listed on the Job Opportunity Bulletins (JOB); and another 1,000 applied for posts listed on the Supervisory Position Opportunities (SPO) announcements.

Still learning

Lauren Heitman

Though the EF-111 program is scheduled to come to a conclusion sometime in 1985, Lauren Heitman says she will always remember what she has learned from the program. "I've been with Grumman for about a year and a half now and I've been working on the EF-111 all that time so this program is really where I learned the system. I've learned a lot here and when the program finishes up next year I'm looking forward to applying all that to another airplane program, maybe the new A-6 or F-14D programs. I'd really enjoy the change to a new airplane and the opportunity to learn more from another program," she says.

An avionics mechanic, Heitman says she expects to be kept as busy in 1985 as she has been this year. "I'm sure that when the EF-111 program ends there will be plenty of work around on one of the other new airplanes. It should be fun."

Ready for '85

Joe Krannegitter

Joe Krannegitter, a N/C machine operator in Glen Arm, Md., is looking forward to "another good year at Grumman" in '85.

"If 1985 is anything like '84, then I'll do alright," he comments. "And maybe, next year I'll get a chance to take a real vacation. I hope to take my wife Linda and son James down to Florida. We didn't go anyplace this year because we spent all our money on buying our first new house. I guess you could say that we joined the establishment — we have a mortgage now," he adds.

Joe, who puts in a 40-hour plus work week machining F-14 detailed parts on a numerically controlled Cincinnati profiler at Plant 56's machining facility, says that 1984 was good in other ways too.

"I dropped 12 points off my driving record at the Department of Motor Vehicles this past year."

1984 year in review

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It isn't exactly a total washout for the 8,000 who brave the mid-summer typhoon that hits the Annual Grumman Family Picnic on July 21. "I was told we'd have the picnic come hell or high water," remarks Grumman Chairman Jack Bierwirth. "Let's see if we can pull that sunshine out by the end of the day." Since the company's inception, Grummanites have been known for their innovativeness — and this picnic crowd was no different. Makeshift umbrellas made from garbage bags and softball bats keep some families dry during the downpours, while others strategically place wooden tables and benches to ward off the deluge. A little flood doesn't dampen diehard Grumman picnickers.

Vice President Bob Watkins (R) hosts his first family picnic as new general manager of Stuart Ops.

New on the job

Above, Tom Lahey, new GM of Milledgeville, accepts Project Sterling Cup. Below, Bill Trillo (2nd L), new GM, takes Prince Moatassem of Bin Saud on a tour of Calverton Ops.

August

Grummanites kick off this month by celebrating the good news that the Navy plans to award Grumman Aerospace a $1.14-billion contract for the redevelopment of the F-14 Tomcat and the A-6E Intruder. "These improvements are long overdue," Grumman Aerospace President George Skurla tells fellow Grummanites, "and reaffirmed the Navy's commitment to keeping the Tomcat and the Intruder flying off the decks of their carriers through the 1990s."

Skurla notes that it was just over a year ago that the Department of Defense plans called for gapping the A-6 and F-14 production lines for several years after 1986.

The Tomcat will get the new General Electric F-110 engines, while the Navy will conduct a competition for an improved A-6E upgraded engine. While the F-14D will feature an improved version of the current AWG-9 radar system, the A-6E Upgrade radar system will be determined in the near future.

In addition, both aircraft — currently with analog systems — will be converted to digital avionics. "They will have the latest state-of-the-art avionics packages," says Pete Oram, Senior Vice President-Aircraft and Marine Programs. "It's a big systems engineering job — lots of software development."

Both contracts are firm, fixed-price contracts and will be incrementally funded. The F-14

Rookie year

Mike Poetzsch is a recent college graduate (New York Polytechnic Institute, class of '84) who began working at Grumman in July. He is a mechanical engineer in Master Dimensions Design who estimates he spends about 70 percent of his time using the Grumman Engineering and Manufacturing System (GEMS), Grumman's computer aided design and manufacturing system (CAD/CAM).

Poetzsch says his exposure to CAD/CAM during college was somewhat limited, and he began training on GEMS a week after he started work at Grumman. Now, he is proficient at using its CADAM program (for Computer Augmented Design And Manufacturing) and is in the process of learning CATIA (Computer Aided Three-dimensional Interactive Applications).

"GEMS is very state-of-the-art and I'm glad to be learning it," he says. "It can really open up a lot of opportunities. . .and the people I work with are terrific."

Poetzsch's new job keeps him fairly busy. He says people in his group have averaged 56-hour weeks of late. Poetzsch attributes this both to the company's lucrative contracts posture and to the fact that GEMS enables the engineers to accomplish much more. Other groups see this and give them more work assignments. As an example: "Fifteen years ago, it took weeks to produce a surface," he says. "Now, in two weeks time, you can design as many as 25 surfaces."

Mike Poetzsch

George Brogan

Foreign sales

Grumman is producing five E-2Cs for the Egyptian Air Force under a foreign military sale contract with the U.S. Navy. "We are in the process of selling off to the Navy the first E-2C support equipment that will be used by the Egyptian Air Force," says George Brogan, ILS (Integrated Logistics Support) program manager for E-2C/Egypt.

Brogan's area encompasses customer training, ground support equipment, spare parts for both the aircraft and the support equipment, technical publications, and contractor field services after delivery. In mid-1985, the first of about 200 Egyptian personnel will arrive at Bethpage for training. Initial operation capability in Egypt is planned for early 1987, when a team of 40 Field Operations people will arrive there for a two-year assignment.

Brogan has enjoyed working with the Egyptians. "They are very warm people," he says. "I'm also impressed with the Grumman team. I've been on the E-2C for less than two years, and I've seen a very high level of dedication in all areas.

"Grumman's strong business position is a function of the good products and services we provide," he continues. "That puts us in an excellent position for receiving additional business."

1984 year in review

development work is expected to take 57 months, while development work on the A-6 is 66 months long. First delivery of both aircraft is slated for March 1990.

Tomcats with the new GE engine will be delivered to the Navy beginning in fiscal year 1987. Ones with the new radar and avionics packages will begin being shipped in fiscal year 1988. As for the upgraded Intruder, first flight is slated for May 1987. Production deliveries of the A-6E Upgrade are expected to begin in 1989.

There is another celebration at the end of the month, when the company introduces the X-29 advanced technology demonstrator aircraft at rollout ceremonies at Calverton on August 27. Close to 2,000 cheer as the curtain rises and the spotlight centers on the red, white, and blue X-29.

U.S. Vice President George Bush tells the crowd of 2,000 that the X-29 is just the latest in a long series of Grumman innovations. "On behalf of the President and all America, I flew up here this morning to say thank you," says Bush. The vice president expects the X-29's advanced technologies to become part of many future aircraft. . ."an important step in the rebuilding of an American defense 'second to none.' "

Grumman Aerospace President George Skurla points out that the large crowd at the proceedings is a testimony to the excitement that the latest X-plane aircraft has generated. "Once again, we at Grumman are proud to be playing a key role in our nation's commitment to remaining first and foremost in aerospace technology," he says. "While most of the X-planes of the past were built to explore one or two aeronautical concepts, the X-29 represents no less than eight advanced technological concepts — of which its forward-swept wing is only one. . . .

"We are confident that the X-29 will prove to be a research testbed of great value to this country in the years ahead as our 21st Century military and commercial aircraft configurations begin to evolve," Skurla tells attendees.

The X-29 program began at Grumman in 1981, when it won the contract to produce two X-29 aircraft for the Defense Advanced Research Projects Agency (DARPA). In addition to the $93 million of DARPA's funds that have been invested in the X-29, Grumman has invested $40 million — including $25 million in 1984.

Grumman Chairman Jack Bierwirth says that the fact that Grummanites and their families own approximately 55 percent of publicly-owned shares means "we can make a long-term commitment to the development of the high technology that the customer will require to a degree that does not seem possible for an ordinary company that must watch its earnings per share — quarter to quarter."

Grumman is unique in that matter, Bierwirth

(Continued on next page)

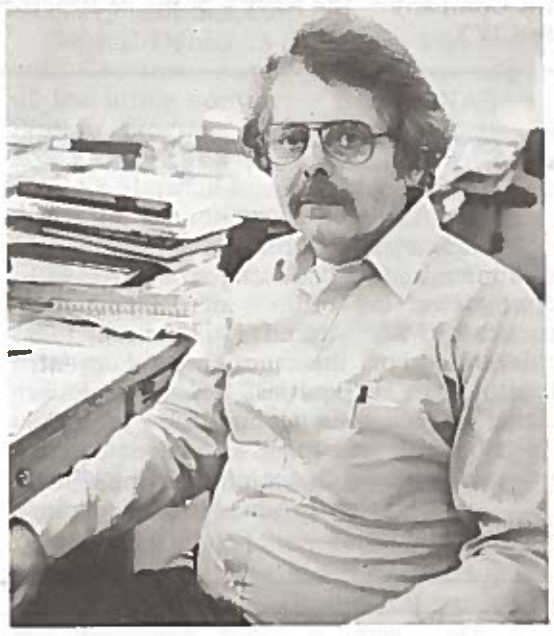
Supercomputer draws praise

Don MacKenzie works in Engineering Computer Systems as a consultant for users of the Cray-1 supercomputer. Right now, the Cray user community at Grumman primarily consists of people from Engineering, Research, and Flight Test, but MacKenzie says there are many more potential users. It's his job to assist these Grummanites in converting their software—or portions of it—to run on the Cray system.

"The Cray system is definitely going to help Grumman, because it will improve the productivity of the people using it," he asserts. "They will be able to obtain their results much faster."

The benefit of the system comes from its faster processing of large volumes of scientific data, making it what's known in the trade as a number cruncher. During '84, MacKenzie spent nine months in Minnesota on a project to convert parts of CATIA (Grumman's Computer Aided Three-Dimensional Interactive Applications system) to run on the Cray-1. He notes that the conversion process for many other software programs is much quicker, since many programs are designed to afford a high degree of "portability."

MacKenzie expects the company's enhanced business posture to result in an increased demand for the Cray's time, and his time. "Obviously, the more business Grumman receives the more use it will make out of this particular computer—and the more work there will be for my area in helping people to use it."



Don MacKenzie

Key role

Joe Lengyel

Joining mechanic Joe Lengyel has been working on the Plant 6 production line connecting sections of the A-6 and EA-6B aircraft that are sent from Bethpage for the past five years. In the second half of 1984 Lengyel became keyworker in his department, a promotion that entailed a good deal of additional work. "We've been very busy in 1984 on the A-6 and EA-6B programs and with my becoming keyworker in joining I've had to learn a lot of new jobs as we went along. In this job you have to learn as much as you can while you work to keep up with the overall schedules for the operation," he explains. "For next year I'm looking forward to the opportunity to get the operation running as smoothly as possible — to get out the crabs in the system that we have identified this year and really get the program humming."

Best years of career

"I've been with Grumman for some 35 years now and the last two that I've spent working in the subassembly area in Plant 6 are among the best I've had here," says senior mechanic George Okvist.

Okvist was kept busy in 1984 replacing the glass canopies on A-6 and EA-6B cockpits. "This job takes a good deal of precision and I get a good feeling of accomplishment from the work. This year we worked an awful lot of hours to keep up with the production line. I'm getting a little old these days but I still enjoy the pace here. It keeps me fresh. I'm looking forward to working here again next year and I guess that says something for the place."

George Okvist

1984 year in review

(Continued from preceding page)

tells the X-29 rollout audience. "In meeting after meeting with Grumman people — and that includes the annual shareholders meeting — we have discussed our willingness to invest our earnings in the development of important technologies and important programs . . . . And even though our reported earnings will be penalized and their stock will be for the moment decreased in value, their decision has been a unanimous and enthusiastic 'Go for it — Build for the future.' "

Though the upgrading of the Tomcat and Intruder and the unveiling of the X-29 top the August headlines, they by no means are the only news generated by the company.

Grumman Aerospace wins the first part of a multi-million dollar subcontract to design and fabricate the tail section of the Joint Services Vertical Lift Aircraft (JVX). The contract is with Bell Helicopter Textron, Inc., and Boeing Vertol Company — the Navy's prime contractors for the JVX.

A new cash incentive program is launched as part of the company's Spares Awareness Program. Awards of $50 (tax-free) will be given to Grummanites who suggest ways to improve the spares system with the goal of providing cost effective and reasonably priced spare parts to customers.

September

During the second week of September, NASA begins issuing its requests-for-proposals for over $140 million in contracts for the Space Station. The following week Grumman announces that it has joined a team formed by Rockwell International to compete for those contracts for preliminary design of a structure and its power systems. The company would be responsible for the design of the living quarters, command and control stations, and the extravehicular activity and the heat rejection systems.

Grumman fares "exceptionally well" in the scoring of 103 government evaluators from the Navy, Air Force, Army, and NASA who attend the company's On-Site Independent Research

Greyhound update

On January 15, 1985, 42 months of Grumman and subcontractor efforts will culminate in the roll-out of the first Reprocured C-2A Aircraft. "On-schedule achievement of this monumental event, despite the difficulties experienced in getting the old tools to build new aircraft, is a tribute to the spirit and talent of the men and women that comprise the C-2A team," says Harvey Fromer, C-2A Program Vice President.

High on F-14D

The F-14 promenade in Plant 1 is an exciting place to work these days.

"There is no more interesting or challenging program in the Northeast to work on than the F-14D," says Mike Fusco, a systems design engineer on the program. "The F-14D will defend the fleet until the year 2000, and it's up to us to ensure it does that. That's a real challenge."

Fusco says the systems design area is extremely busy lately, since it must define the requirements of the F-14D avionics before defining the hardware and software. The team is taking a "top-down" approach to the systems design.

"My particular area of expertise is the Stores Management system," he points out. "We're integrating the Phoenix, Sparrow, Sidewinder, and AMRAAM missiles, plus a gun, with all new avionics. . .so of course, this is a peak period for the program, especially for our group."

One aspect Fusco likes about his work is the contact with the customer. Another is being able to focus on the weapons system as a complete package, rather than specializing in smaller components.

Fusco looks forward to the day in late '85 when some of the equipment his group designed will arrive at the Plant 14 avionics development lab.

Mike Fusco

Ready for new Tomcats

Joe Marzitello

After more than two and a half years of working on the F-14 on the production line in Calverton's Plant 6, fuel system installation keyman, Joe Marzitello says his job still offers him challenges. "I started out working on the fuel lines exclusively but now I've started learning how all the fluid systems in the airplane are interrelated. Cross training in the other systems and keeping up with the work load in my own department has kept me more than a little bit busy this past year," he explains.

"In 1985 I'm looking forward to getting a chance to work on the F-14D model. It will undoubtedly be exciting to be a part of the next generation of Tomcats," he says. Beyond 1985 Marzitello's ambitions take him quite a distance from the confines of Plant 6's hangars. "In the distant future I'd like to become one of the mechanics who build the structures on the space station out in space. Now that would be really something," he notes.

A hectic, but successful year

1984 was a hectic year for Harold Austin, station 2 avionics leadman for the A-6 and EA-6B production line in Plant 6. "We have been running like crazy all year because of the need to keep up with scheduling and solve the inevitable problems that arise as you go along. So far we've been very successful with our on-time performance. Right now we've even slowed down a little bit to give us a chance to catch our breath before gearing up for the start of next year," he asserts.

"In 1985 I'm looking forward to more work and more aircraft, plain and simple. In this plant we are kept pretty busy and I expect things to move even faster next year with the addition of the F-14D and the A-6 upgrade programs. I enjoy being kept moving because it gives you a chance to broaden your knowledge of all the airplanes that Grumman builds," he says.

Harold Austin

and Development Review.

"Grumman is very pleased with both the outcome of the review's scoring and the impressive turnout of government evaluators," says Dan Huebner, Senior Vice President of Business Development. "This review, in particular, has reaffirmed the basic objective of the on-site review process — providing a forum for technical exchange. In all, it has been a very successful meeting of minds."

The first TA-4 Skyhawk built by Grumman for the Royal Malaysian Air Force (RMAF) takes off on its first flight from Grumman St. Augustine Corporation's airfield. Marty Dandridge, A-4 program managing director, comments, "Today is a major milestone for the Grumman/Royal Malaysian Air Force Program. The TA-4 trainer design is one of the chief reasons why Grumman won the contract over its competition."

The U.S. Navy awards Grumman a $14-million contract to begin a flight test program that will utilize Grumman-developed passive wing arrays to improve the anti-jamming capability of airborne early warning (AEW) aircraft. "This contract reflects some 10 years of work that has put Grumman in a leadership role in the development of airborne conformal radar for use on current and future AEW aircraft," states Fred Ganz, assistant manager of Avionics Systems and project engineer responsible for the development of conformal radar.

Grumman will modify the wings of an E-2C with passive antenna arrays, install the wings on a Hawkeye that will be instrumented to work with this new technology and then flight test the system. Flight testing is expected to take place in late 1986 or early 1987.

Vice President Tom Merritt bids farewell to fellow Grummanites at the end of the month. The general manager of Calverton is retiring after an illustrious 16-year career with the company. Bill Trillo assumes the responsibilities of general manager of Calverton Operations.

October

New York Governor Mario Cuomo helps Grumman dedicate its new Headquarters addition on October 17. During the ribbon-cutting ceremony which draws over 2,000, Grumman President Joe Gavin notes the concern the Cuomo administration has shown for the effects of high energy costs on the Long Island economy. Cuomo's actions have lead Grumman to expand its Long Island facilities — to the tune of 16 separate building projects at eight locations.

"We're erecting something like 2,000 tons of steel and 9,000 cubic yards of concrete," Gavin tells attendees. "In 54 years, Grumman has come from a garage in Baldwin with 12,000 square feet to today, where we now occupy about 12 million square feet." And, that doesn't count the exciting new developments that are occurring inside those structures — modernization, declares Gavin.

"So, Governor, when you cut that ribbon, you're not just opening a new building. You're opening a new chapter in Grumman's history. And I think it's going to be a very exciting chapter," states Gavin.

General Dynamics announces that it will team with Grumman Aerospace in competing for one of the prime contractor roles in NASA's Space Station program. The GD/GAC team will go after the work package being managed by NASA's Marshall Space Flight Center, Huntsville, Alabama. Grumman's role will focus on laboratory outfitting and thermal systems.

The Government of Egypt signs a letter of intent to purchase a fifth E-2C Hawkeye airborne early warning aircraft. The new order brings the total purchase agreement to more than $700 million for five E-2Cs, support equipment, spare parts and other related services. The first E-2C will be delivered in September 1985.

October is traditionally the month for choosing health coverage plans for Grummanites. Before they make their decisions for 1985, the company announces significant changes in the Grumman/Travelers Group Insurance Plan for the upcoming year. To keep pace with the skyrocketing cost of health care, Grumman is forced to make a variety of cost containment changes, most notably the major medical deductible which is being raised from $100 to $250 per person in 1985. Most of the other changes involve making precise delineations of benefits for certain procedures where no exact guidelines have existed.

Bob Bradshaw, Vice President and Secretary of Grumman Corporation, notes that the company is under a great deal of pressure to contain costs, including those associated with benefits. "Health care costs in the U.S. have continued to rise at a significantly higher rate than the cost of living in general," he points out. "As health care costs have risen, so has the cost of providing health insurance. This escalation has forced virtually all companies that provide health benefits to their employees — Grumman included — to come to grips with the issue of cost containment."

"All defense and aerospace companies are being affected by the move for cost control in the area of benefits," adds Bob Foster, deputy director of Personnel and Administration. "The thrust of this cost containment program is to make people more aware of the costs of health insurance programs, and the costs of their

(Continued on next page)

Begins on ground floor

Michele Stralko joined Grumman in June of this year as an assistant electrical engineer on the A-6 Upgrade Program. The Penn State graduate was looking forward to a career at Grumman.

"Getting to work on the A-6 Upgrade Program was especially good for me because it gave me a chance to come in at the very beginning. At the same time, the airplane is already established so there are a lot of people that I'm working with whom I can learn a great deal from. It makes my job very interesting," she asserts.

"Learning everything I can as we go along is what keeps me busy and makes the job challenging," she says. "Grumman offers me the best of two worlds: in my program there are many established engineers who I can learn from and in my work area there are just as many young people who make me feel more comfortable and help me fit in," she adds.

Michele Stralko

Paul Kenward

My hometown

Paul Kenward, a cognizant engineer on both the EA-6B ICAP-2 and ADVCAP Programs, says that he has found his job "more than challenging." With an educational background in optics, Kenward says he has been learning electrical engineering and computer interfacing "on-the-job."

"I came in with no knowledge of electrical engineering and now I've gained a great deal of knowledge in a number of fields. I've spent a lot of time out at Calverton trouble-shooting the systems on the ICAP-2 and even been sent down to Patuxent River to help solve some problems encountered in the test flights. It's been a very interesting and extremely busy year for me," he notes.

"I'm from Rochester where Kodak is the 'hometown' company and that's the way I feel about Grumman down here. Long Island is my new home and Grumman is my home-town company," he says.

PAC in top ten

A Federal Election Commission compilation of top corporate political action committee spenders put Grumman's Political Action Committee — with contributions of $272,590 — tenth on the list.

The FEC list covers the 1983-84 Federal election cycle through June 30, 1984.

1984 year in review

(Continued from preceding page)
choices in seeking medical care. . . .The concept of cost containment is not new with us, nor with the aerospace industry, nor with industry in general. In fact, companies on the West Coast have been undertaking these measures for quite some time."

November

To help Grummanites combat the rising costs of health care, Grumman is introducing a new, optional benefit program for 1985. Grummanites will be able to pay some of their out-of-pocket medical and dependent care expenses in 1985 with pretax income.

Four new optional benefits will be offered in 1985: two flexible spending accounts — one for medical expenses and the other for dependent care, a legal assistance plan, and an option for Grumman Aerospace people to buy an extra week's vacation. The new benefits are all intended to give each Grummanite more of an opportunity to custom tailor his or her benefits package to meet individual needs.

The first of eight Grumman-converted KA-6D tankers takes to the skies over Grumman St. Augustine this month for its first flight.

Grumman's Plant 56 in Glen Arm, Maryland, is prepping itself for a high tech future. State-of-the-art machines are being installed, new buildings erected, and an advanced computer system called Distributed Numerical Control (DNC) is getting ready to go on line next year.

Plant 56 Manager John Otterstedt says that Glen Arm is currently undergoing "a technological evolution of sorts." Glen Arm is responsible for the bulk of Grumman's metal-parts milling functions as well as a variety of subcontractor work for such companies as Martin Marietta, Boeing and Alcoa.

"The investments in new machines and new construction here are all a part of our move into the future technology that will dictate whether or not a company can remain competitive in this industry," states Otterstedt. "Grumman has committed itself to moving assertively into that future. We at Glen Arm intend to do all we can to help the company maintain its competitive edge. And the only way we can do that is through high technology advancements and support activities such as those we are now involved in."

To handle the recent expansion activities in Bethpage, the company added a new telephone exchange — 346 . . . . The company-sponsored FreshStart Program for smokers who wish to quit gets underway this month. Over 300 smokers sign up for the first sessions. More are expected to kick the habit after the first of the year. Grumman's new corporate policy on smoking in the workplace takes effect November 24.

Stephen Reichardt

Training expert

A popular person at Grumman Houston Corporation, Stephen Reichardt is now in his 30th year at Grumman. He is a lead-person on the overwing fairing for the F-14 at GHC.

Houston is just the latest in a long series of Grumman travels for Reichardt. He began working at Grumman Aerospace in Bethpage 30 years ago. He subsequently worked for the company in Maryland, Florida, New Mexico, and California, before going to Texas.

Asked what activity he enjoyed most about his job during '84, Reichardt says training. In fact, at one time or another, Reichardt has trained about one-third of the GHC manufacturing work force. "I'm looking forward to training many more in 1985," he says.

Larry Widder

Mohawk man

Larry Widder, a leadman in the Avionics Shop at Plant 77 in Stuart, Florida, has worked on a wide variety of programs in close to 20 years with Grumman. Presently, he is again working on the OV-1 Mohawk.

Widder found 1984 to be an exciting time to be working for Grumman, and he expects 1985 to be even more so. "I find we're getting much more diversified within our own field — aerospace," he says.

Widder is particularly pleased with the company's increased involvement in the space program. He is hoping that new "diversity" will spell the opportunity for him to work on some new, unique programs at Stuart during the upcoming years.

Composite outlook

John Kennedy, who works on tool replacement packages in Milledgeville, Georgia, was impressed with the way that the advanced composite facility's various departments handled the surge of work in 1984. "Being involved in the tool replacement packages for the CH-53E, EA-6B, and C-2A programs really kept me busy all year. In fact the whole plant was humming," he says.

"Next year I'd like to become more involved in some of the new programs, new types of tooling — and be able to work more with the composites and other materials and systems that we do here in Plant 66," he adds.

John Kennedy

Intruder fever

"I worked on the original A-6 design some 25 years ago, so now that I'm on the A-6 Update, I'm looking forward to correcting all the mistakes that I made back then," jokes electromechanical lines group leader Joe Wolf. Wolf says that the program got off to a relatively slow start in 1984 as the initial decisions on which engine and radar packages would be used in the Upgraded A-6 aircraft. "We are still working on the radar decision but once we settled on the G.E. engine things really started to get busy," he notes.

Wolf is currently located in a windowed corner of Plant 40 in Melville, where he says: "I've got the best view now that I've ever had working for Grumman." Still, what he is looking forward to most next year is a chance to get out of the office and work on the A-6 Upgrade mock-up which will be located in Calverton. "That is really the best part of this job. The hands-on work on the actual aircraft—that's what it's all about," he states.

Joe Wolf

scorecard

Artistry awarded

The artistry of Grummanites from painting to pastels to photography was on display once again at the annual Grumman Recreation Art and Photo Show in the Plant 28A auditorium. William Voorhest, vice president-Security and Corporate Services, was on hand to present the awards to winners in over 25 categories.

"I am honored to have the privilege of presenting these awards to those individuals who have displayed such artistry and effort in their work. It just proves to me again that with the talent pool here in the Grumman work force we can do just about everything, and do it very well," Voorhest stated.

Three Best-in-Show awards were presented to the top winners in the show. In photography one of two grand awards went to Tony Germano for his abstract color slide.

Germano, a NAVPRO traffic manager in Plant 35, used a "diazochrome technique" to create a contemporary effect adding color highlights to his slide of flowers entitled "Hybrids."

"I've been into photography seriously for about 12 years now and I have entered the Grumman show for a number of those years. I also won Best-in-Show last year for my slide of three antelope in a field so winning again this year was almost unbelievable for me," he comments.

Another Best-in-Show for photography went to Tom Marinus, EF-111 project supply operations manager in Plant 40. Tom's interest in photography was an outgrowth of the traveling he does as part of his job. "I got into photography as a result of all the traveling that I was doing to different places for the company. Now it's developed to the point that I shoot at home, on the road, anywhere something catches my eye," he says.

Marinus won his prize with a color print of a dormant volcano crater on the island of Maui in Hawaii called Haleakala — "house of the sea." "I was in Hawaii with my wife in May of this year and the contrast of the sky and the peaks with the dune-like shapes of the lava cones offered a beautiful landscape shot," he notes.

Artistic touch. *Best-in-Show prizes in the annual Grumman Recreation Art and Photo Show went to Tom Marinus of Plant 40 for his photography and to Bill Newport of Plant 3 for his painting.*

A big catch

In the Art portion of the show, Grummanite Bill Newport claimed the Best-in-Show award for his life-like water color painting of a large mouthed bass in pursuit of his dinner, a dragon fly.

Newport got the idea for his painting while fishing at Wantagh Park. An avid fisherman as well as painter, he spotted a large mouthed bass feeding among a patch of water lilies. "When I saw the bass come up to the surface it struck me as a great scene to capture in watercolors. So I took some sketches of the area and the fish in the stream and put it all together on the canvas," he explains.

Newport entered the Grumman show once before, three years ago, winning a third place ribbon for a watercolor foliage scene. "I've gotten more seriously into the watercolors in the last two to three years and I guess that is reflected in my work. It's a real thrill to win the top prize with something you've seen and then recreated." he comments.

Special retiree Best-in-Show awards were presented to Frank Baldi in the art division and to Gregory Criscione.

Award winners

The following is a listing of the winners in each category, in order of finish (Note: some of the categories only had one or two winners).

Art

Landscapes-Seascapes: Frank Baldi, Harry Barager, Joe Gurney.

Still Life-Miscellaneous: Frank Baldi, Anthony L. Sales, Joseph Kouschinsky.

Nature: Mary Kilvington, Joe Gurney.

Watercolor: William R. Newport, Curt Dolderer, Joe Gurney.

Pastels: Lydia Bargiuk, Linda Supakoff, John Lenz.

Black & White: George Grant, Curt Dolderer, Dick Barton.

Sculpture: Frank Trimboli, Joseph Kouchinsky.

Non-Objective, Abstract: Joseph Kouchinsky, Lloyd Washington, Rod Schinn.

Photograph

Pictorial: J.G. Pailet, Richard Addiss, Mario DiMartini.

Nature: Mario DiMartini, Sheldon Schwartz, Hal Wicker.

Still Life & Abstracts: Richard Addiss, Gerald Kraus, Anthony Barbaro.

Portraiture: Hal Wicker, Gerald Kraus, Chuck Belensky.

Human Interest: Hal Wicker, Anthony Barbaro, Gerald Kraus.

Close-Up/Macrophotography: Gerald Kraus, Sheldon Schwartz.

Color prints

Pictorial: Thomas J. Marinus, Don Wallace, Lawrence J. Spallanzani.

Nature: Don Ryan, Mary Wakulinski, J.G. Pailet.

Still Life & Abstracts: Lawrence J. Spallanzani, Mario DiMartini, Fred Nichols.

Portraiture: Fred Nichols, Sheldon Schwartz, Charles M. Crischer.

Human Interest: Donald G. Dickson, Herbert Schmidt, William W. Pietruszewicz.

Close-Up/Macrophotograph: Doug Cummings, Keith Kannig, John Zollo

Pictorial: Tony Germano, Harold George, David Olejniczak.

Color slides

Nature: Charles Falco, Tony Germano, George Hempel.

Still Life & Abstracts: Tony Germano, George Hempel, Charles Falco.

Portraiture: George Hempel, Tony Germano, Amy Blackwell.

Human Interest: Tony Germano, Chuck Belensky, Amy Blackwell.

Close-Up/Macrophotograph: Jerry Kraus, George Hempel, Sheldon Schwartz.

Snapshots: David Olejniczak, Peter Woltmann, Robert Snak.

Special Retiree Award: Gregory Criscione.

calendar

Grumman Disabled American Veterans: Wed., December 19, Plant 03 cafeteria, 4 p.m. All disabled american veterans welcome. O. Lewis, Ext. 54476.

Grumman Family Campers: Monthly meetings first Sunday of each month, Recreation Bldg., 5 p.m. Guests welcome. Al Hanes, Ext. 391-6512.

Grumman French Club: Tues. January 8 and 22, 5:30 p.m. 108 N. Windhorst Ave., Bethpage. Conversational French, French cheese, bread and wine. Guests welcome. Louis Kaufman, Ext. 52323.

Grumman Flying Club: No membership meeting in Dec., next scheduled meeting will be January 21st. Bob Schulte, Ext. 50682.

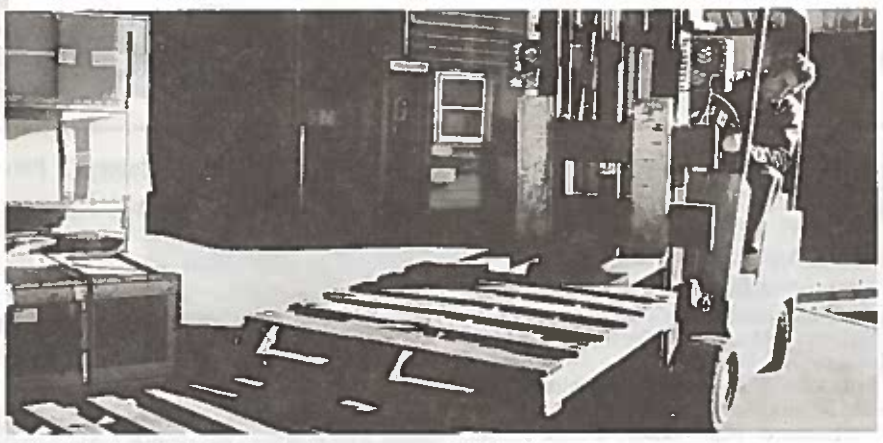
Grumman Scuba Divers Club: Wed., January 9, Fox Hunt, 7:30 p.m. Guests welcome. P. Craig, Ext. 55256.

Grumman Ski Club: Tues. Dec. 4 and 18, Sitar Restaurant, Melville, 8:30 p.m. Guests welcome. Art Garmendia, Ext. 57819.

Retiree Club: Wed. January 30, Recreation Bldg., 1 p.m. Business meeting, Guests welcome. Ellen Drasser, Ext. 52133.

American Production and Inventory Control Society: Mon., December 17, Musicaro's, Melville, 6 p.m. Technical presentation will be "Pitfalls In Production Control." Guest speaker will be Less Chapman. Guests welcome. Norm Heilweil, Ext. 52250.

Tops in topspin. *Winners in the 5th Annual Grumman Tennis Club Tournament held this fall were: (L to R) Nick Botta — advanced beginner and doubles; Bernie Pilossoph — doubles; Dawn McKiernan — mixed doubles; Angelo Caporaso — advanced and mixed doubles; Richie Taylor — advanced runner-up; and Sam Knight — intermediate, doubles runner-up. (Missing from photo are: Jean Stewart — intermediate and mixed doubles runner-up; Galan Becker — doubles runner-up; Jeremiah Ryan — mixed doubles runner-up; and Robert Sison — advanced beginner runner-up.)*



For every pallet, there is a purpose. *Don Yaroshyk Jr. of Plant 17 stacks wood pallets for re-use. Many pallets are chemically-treated — they are dangerous to your health when burned in a fireplace. If you see broken pallets behind your favorite store, don't be tempted to pick up the hardwood for your fireplace.*

Fuel for trouble

Don't be tempted to pick up broken wooden pallets found behind stores and supermarkets. Even though the wood looks like it would be good fuel for your fireplace, it is not. These pallets are often treated with chemicals. And that can spell danger to your family's health.

Wooden pallets have been used for years in warehousing and shipping to carry, stack and store materials throughout industry. As a rule, they are subject to great wear and tear and are usually constructed of strong hardwoods — made to last. This wood also makes ideal fuel — generating a long, slow burning flame in a wood stove or fireplace. But burning pallets or pieces of pallets can involve an unexpected danger.

To enhance their resistance to decay, pallets are often made of chemically-treated wood. Common chemicals used for wood preservation are creosote, pentachlorophenol, copper sulfate, and arsenic-based compounds. These substances are currently under various use-restrictions by the Environmental Protection Agency (EPA). Creosote, pentachlorophenol, and arsenicals have been associated with cancer in laboratory animals.

In addition, when burned they can decompose to equally or more toxic materials, including chlorids and dioxin. So, the use of pallet wood in heating or burning can involve more than keeping you and your kids warm and toasty this winter. Considering the potential hazards, it's better to play it safe and stick with plain ole wood.

Tips for a tasty turkey

The President of the United States will once again be carving a Jaindl turkey this holiday season — and so will Grumman families. The company has ordered thousands of holiday turkeys from the Jaindl turkey farm in Pennsylvania — the same firm that was chosen by the Poultry Association of America to supply holiday birds for the White House.

Good news for the cooks — the Grumman holiday turkey will once again feature an automatic roasting gauge — also known as a pop-up indicator.

Located in the bird's breast, the gauge automatically pops up when the gobbler is completely roasted. No more undercooked or overcooked turkeys.

Here are a few tips on how to cook your Grumman gobbler.

Make sure that you allow a full 24 hours for defrosting at room temperature or three days in the refrigerator. *Don't take the bird out of the plastic bag during the defrosting period, because oxidation will cause the skin to turn brown.*

Allow about 15 minutes per pound at 325 degrees when roasting uncovered without stuffing, and 20 minutes per pound for an uncovered turkey with stuffing. If you are roasting the bird in a covered pan, reduce the cooking time by 25 to 30 percent.

Don't pack grandma's stuffing in tightly; stuff it loosely to allow for expansion. Don't try to save time by stuffing it the night before — that permits dangerous growth of bacteria. Stuff the turkey right before it's popped in the oven.

It would do no harm to use a thermometer as insurance. Place it in the center of the thigh muscle but don't let it touch the bone. When it registers 185 degrees, it's done.

If you don't have a thermometer, you can check for doneness by moving the drumstick up and down; the joint should move easily or break.

Bacon, too!

Paychecks that would ordinarily be given out on December 20 and December 27 will be distributed on December 20. These paychecks will consist of the earnings for the week ending December 14 and a 40-hour straight-time advance for the week ending December 21. Weekly-paid Grummanites will receive two checks; bi-weekly paid Grummanites will receive one check.

Any Grummanite who works overtime during the week ending December 21 can pick up a check adjusting the year-end advance payment at Guard Headquarters at Bethpage, Calverton and Great River on Thursday, December 27 from 8 a.m. to 4 p.m. only. No adjustment checks will be directly deposited in the Credit Union. Checks will be issued by badge identification only. After December 27, no checks will be available until the following week when they will be distributed with the checks dated January 3, 1985.

Turkey tickets will be distributed with the checks on December 20 to all Grummanites in all Grummman plants. Turkeys may be picked up on Friday, December 21.

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Vol. 43, No. 22, December 14, 1984. Bethpage, N.Y. 11714